

B 11-05

Petition
113 names

415
CC
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CORRECTIONAL OFFICERS

015720

FOR MONTGOMERY COUNTY, MARYLAND

BY: MONTGOMERY COUNTY CORRECTIONAL OFFICERS

Subject: Expedited Bill No. 11-5

Presented on: June 10th, 2005

Enclosures:

Petition Against Expedited Bill No. 11-05

Signature of Agreeable officers

Copy of Expedited Bill No. 11-05

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COUNCIL
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**CORRECTIONAL OFFICERS
FOR MONTGOMERY COUNTY, MARYLAND**

BY: CORRECTION OFFICERS

Subject: Expedited Bill No. 11-5

The Collective Bargaining Local Union 1994 with the help of the Council President who introduced this Expedited Bill No. 11-5 at the request of the County Executive has submitted a request to amend this law regarding county employees' collective bargaining. The officers of Corrections and Rehabilitation (DOCR) recommend that the County Council do not revise this law.

The Collective Bargaining Local Union 1994 has not officially or unofficially had any communication with the majority of the Officers Involved to present this amendment in good faith. The aforementioned amendment, request to add Sergeants in the Union appears to do more harm than good and could be seen as monetarily motivated by Local Union 1994. This law has been in place for years, so to change the Law without any dialect or a voted ballot with the officers that are going to be affected is not in the best interest of the majority of the officers involved. The Officers are trying to be heard and be a part of the Council's decision-making process.

The amendment revision of this Law will affect the correctional facility's operation because the Sergeants work in compliance with established County Laws and Regulations. DOCR Officers propose that the County Council review the literature of the Sergeant Class Specification (Grade 22) Code No.3234 to show that this revision will be taking Sergeants a step back in a progressive county. The County Council should be aware of the new revision to this Law because it will impact the Sergeants potential for a position as a supervisor in the future. The proposed Sergeant Class Specification recognized Sergeants as "first line Supervisors". The Local Union 1994 is trying to propose a language change contrary to the agreed Class Specification, knowing that Sergeants will still be carrying out and effectively recommending these tasks, (evaluating, rewarding, and disciplining subordinates), as part of their daily assignments and now will not be receiving any credit for performing the duties of "First Line Supervisors".

The Local Union 1994 also proposes to strip DOCR officers of their rights by adding to the existing law the following statement: "other than a Sergeant in the Department of Corrections and Rehabilitation." This amendment revision only applies to Corrections and Rehabilitation officers and is not county wide (police, sheriffs, fire and rescue).

The Officers of Montgomery county Correctional Department ask that the Montgomery County Personnel Regulations are to be kept in tact, so all remains fair and consistent with other Management First Line Supervisor positions and Law Enforcement positions in Montgomery County. The Department of Corrections and Rehabilitation should not be the only Department that differs. To reiterate again this revision of the law is not favored by the majority of dues paying members who will be affected by the bill, but only by Local Union 1994. In this instance amendment of the Personnel Regulations is not in best interest of the majority.

The Local Union 1994 has delayed forty four (44) Sergeants promotional positions that should have been effective April 17, 2005. After investigating this situation it is evident that the potential Sergeants are not in favor of the proposal changes. Please see the attached signatures of agreeable officers.

Thank you, County Council in advance of your patience, expertise in resolving this issue.